

Radio One, Inc. – Washington, DC
WKYS-FM, WMMJ-FM, WPRS-FM, WOL-AM and WYCB-AM
EEO PUBLIC FILE REPORT
June 1, 2012 – May 31, 2013 [1]

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Accounting Clerk	1-11, 12, 18	8[RS# 12(2), RS# 18(6)]	12
Music Director/Assistant Program Director	1-11, 12, 14, 15, 18	9[RS# 12(3), RS# 14(2), RS# 15(2), RS# 18(2)]	14
Account Executive	1-11, 15, 18	4[RS# 15(3), RS# 18(1)]	15
Account Executive	1-11, 15, 18	3[RS# 15(2), RS# 18(1)]	15
Account Executive	1-11, 15, 18, 23	5[RS# 15(2), RS# 18(2), RS# 23(1)]	15
Account Executive	1-11, 15, 18, 23	3[RS# 15(1), RS# 18(1), RS# 23(1)]	15
Account Executive	1-11, 15, 23	4[RS# 15(3), RS# 23(1)]	23
Account Executive	1-11, 15, 23	4[RS# 15(3), RS# 23(1)]	15
Account Executive	1-11, 12, 15	4[RS# 12(3), RS# 15(1)]	12
Integrated Marketing Manager	1-11, 12, 14, 15	4[RS# 12(1), RS# 14(2), RS# 15(1)]	15
Regional Digital Sales Manager	1-11, 14, 15	3[RS# 14(1), RS# 15(2)]	15
Production Assistant	1-11, 12, 14, 15, 18, 23	15[RS# 12(3), RS# 14(2), RS# 15(2), RS# 18(7), RS# 23(1)]	12
Vice President of National Sales	1-11, 12, 14, 15, 24	4[RS# 12(1), RS# 14(1), RS# 15(1), RS# 24(1)]	15
Promotions Coordinator	1-11, 12, 14, 18	3[RS# 12(1), RS# 14(1), RS# 18(1)]	14
		Total Candidates Interviewed— 73	

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 (703) 506-3266 Fax info@allwomeninmedia.org	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 (415) 346-6343 Fax nationa@aaaja.org	Y	0
3	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 (410) 544-4640 Fax info@womcom.org	Y	0
4	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 (412) 829-0313 Fax webmaster@thebba.org	Y	0
5	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 (213) 743-4989 Fax ccnmaininfo@ccnma.org	Y	0
6	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 (202) 662-7144 Fax nahj@nahj.org	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818 info@nlgia.org	Y	0
8	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax Najaconf2011@yahoo.com	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax native@unl.edu	Y	0
10	South Asian Journalists Association C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	Y	0
11	Ohio Center For Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
12	Corporate Website – www.radio-one.com	Y	15
13	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	Y	0
14	Internal Promotion	Y	9
15	Internal/Employee Referral	Y	22
16	Local Newspaper	Y	0
17	Trade Publication	Y	0
18	Internet Recruitment – www.indeed.com , www.careerbuilder.com , www.linkedin.com	Y	21
19	Recruiter Agency	Y	0
20	Former Employee	Y	0
21	Job Fair	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	Radio Advertisement	Y	0
23	Industry Referral	Y	5
24	External Candidate	Y	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			73

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Montgomery County Small Business Networking & Career Fair	WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM participated in the Montgomery County Small Business Networking & Career Fair on March 4 th and 7 th 2013.
2	Prince George's Community College 4 th Annual Hospitality Career Fair	WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM participated in the Prince George's Community College 4th Annual Hospitality Career Fair on February, 26, 2013.
3	PGCPS Department of Transportation Driver Job Fair	WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM participated in the PGCPS Department of Transportation Driver Job Fair on February 15, 2013.
4	Temple of Praise Church Job Fair	WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM participated in the Temple of Praise Church Job Fair in DC on March 30, 2013.
	Management Training: Taleo Career Website Refresher	All hiring managers were provided with a refresher on how to use the Company's automated recruiting tool which enables us to manage the submission and approval process for all job candidates, manage the background check process, produce offer letters, requisitions, post open positions, receive online job applications, source and screen candidates and efficiently provide new hire paperwork to new employees.
5	Internship Program	WKYS-FM, WMMJ-FM, WPRS-FM, WYCB-AM and WOL-AM foster a comprehensive Internship program for college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-

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		air, and Marketing/Promotions.
6	Website Recruitment	For local job vacancies, WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM referred listeners and potential employees to the Corporate website www.radio-one.com .

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